



Principal
Oasis Academy
Isle of Sheppey



Exceptional Education at the Heart of the Community

Dear Colleague,

I would like to take this opportunity to warmly welcome you to Oasis Community Learning (OCL). As the CEO of OCL, I am passionate and proud of our family of Academies.

It is our vision to create Exceptional Education at the Heart of the Community. Through our Hub strategy we are committed to serve the most disadvantaged communities across the country. We want to build the character and competence of every one of our young people so we can seek to transform the communities we serve.

Over the last three years Oasis Community Learning has made rapid progress, with our Academies moving from 30% to 81% "Good" or better with steadily improving outcomes at all phases of education. This is a great time to join the OCL family.

In this pack you will find information on both Oasis Community Learning as a Multi-Academy Trust and Oasis Academy Isle of Sheppey as a school. We have also included a job description outlining expectations and duties for the role along with a person specification you can use to match your experience and suitability against.

Visits to the Academy are strongly encouraged as you will be able to meet with representatives from Oasis and get a feel for the Academy and all we stand for. Please do get in touch with the recruitment team at oclrecruitment@oasisuk.org/ 0207 921 4226 if you would like a tour of the school.

If you wish to apply for the position with us, please complete all sections of the Application Form attached to the advert or found on our website www.oclcareers.org including the Equal Opportunities form. Following the closing date, shortlisting will take place and all applicants will be contacted about the outcome of their application. If you are invited to interview we will provide further details nearer the time.

It is a privilege to serve our communities so we need the very best educational leaders we can provide.... Will this be you?

Very best wishes

John Murphy
Oasis Community Learning CEO

Oasis Academy Isle of Sheppey
Minster Road, Minster-on-Sea,
Kent, ME12 3JQ

T: 01795 873 591

Oasis Community Learning
1 Kennington Rd, Lambeth, London
SE1 7QP

T. 0207 921 4226



About Oasis

For over a decade Oasis Community Learning has been helping children and young people reach and realise their potential.

Born out of the Oasis global charity, previously established in 1985 by Rev. Steve Chalke MBE, our first Academy opened in 2007. It was Steve's vision to open a school that was inclusive of all and provided opportunity for the whole community. Since then we have grown as a family into 49 Academies spread across the UK, each connected to a community Hub. We are proud to be one of the largest Multi-Academy Trusts in the UK.

We work in some of the most socially disadvantaged areas, but believe passionately

in each of the communities we are based in. We know them to be places of great potential and are committed to their continual positive transformation.

This is made possible by the outstanding people who work for us - leaders with vision, determination and drive to raise standards. In fact we are securing better education across the group and closing the gap for our disadvantaged students each day through exceptional teaching and support. In just under four years our sustained improvement has seen the percentage of Ofsted inspected Academies attaining 'Good' or better rise from 30% to over 81%.



49 Academies



Over 25, 000 pupils



Over 5000 Staff

Oasis' Vision

The over-arching vision of Oasis is for community - a place where everyone is included, making a contribution and reaching their potential. As well as delivering first-class, innovative education, Oasis seeks to build 'Hubs' in the areas it works; creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and community.

Oasis Community Learning's vision is to create **'Exceptional Education at the Heart of the Community.'**

The complex responsibilities of education are understood through the lens of Character, Competence and Community. These principles are intentionally developed and embedded in all of our Academies.

Together, Oasis staff aspire to:

- Create safe, stimulating learning environments
- Increase progress and attainment to above national averages
- Provide teaching quality which secures good and accelerated progress for all students

The Oasis Ethos

Our ethos is a part of everything we do. At Oasis we look to employ people who not only share in our vision but are champions of our ethos.

A passion to include everyone

A desire to treat everyone equally, respecting differences

A commitment to healthy and open relationships

A deep sense of hope that things can change and be transformed

A sense of perseverance to keep going for the long haul





Oasis Academy Isle of Sheppey

Oasis Academy Isle of Sheppey joined the Oasis family in January 2014 as a co-educational secondary Academy and Sixth Form Centre. The Academy is located across two locations in the neighbouring areas of Minster and Sheerness. Both locations boast coastal views, very affordable housing and fast, accessible networks from London and Kent. There are currently 1,406 students on roll, 55% of which are eligible for Pupil Premium.

Having benefitted from a £57 million investment programme, Oasis are proud of the transformation of the Academy into a world-class teaching and community centre. The site contains cutting edge ICT facilities, a 250-seat auditorium, indoor and outdoor sports facilities, an engineering/construction centre, a beauty salon, motor vehicle workshops and recording studio, all used innovatively and creatively throughout the curriculum.

The Academy operates a responsive and relevant curriculum, tailored throughout the school journey, ensuring students experience challenge and success. With special programmes and pathways in place for literacy and numeracy catch up, behaviour and attendance management and vocational career pathways our Academy aims to give each of our young people the chance they deserve to reach their potential from year 7 through to post 16. We believe strongly in our ethos of inclusion and aim to champion this throughout all aspects of our daily life at school, including the curriculum.

Whilst the Academy possesses many strengths, we are looking for a passionate, driven individual to improve our school rapidly. In March 2017 the

Academy was judged as requiring improvement with Good for Sixth Form by Ofsted, the same judgement they received when inspected two years previously. There is already a strong momentum for progress and a marginal improvement in results in summer 2017, with Progress 8 at -0.41 up from -0.55 in 2016, however it is important to recognise that further and rapid improvement is still required in order to ensure the best possible outcomes for our students. We are wholeheartedly committed to creating a school which is not only a world class centre of educational excellence, but a focal point of belonging for the young people of the Isle of Sheppey.

We are looking for someone who can see the potential in our Academy and its community. There is a real opportunity here to change lives through developing collaborations with local primaries to boost admissions and reputation, the local government to explore the development of full wraparound care (including mental health workers, social workers GPs and dentists) and to develop new provisions for outstanding therapeutic alternatives. This is your chance to make your mark.

***“Together we will create outstanding, inspirational education in a vibrant, inclusive environment that will transform the learning and lives of those we serve. Together we will unlock and celebrate the unique and limitless potential of every individual, to lay the foundations for a successful and fulfilling future. Together we will build the school of choice where all feel pride in belonging to a happy, caring family; the heart of our community.*”**

Our Oasis, our Sheppey.”

Regional Support

Oasis Community Learning understands that each Academy is unique. Our Principals enjoy both individual autonomy and the benefits that come from being part of a regional and national family of Academies.

As part of the Oasis family of academies in London & South East, you will enjoy the support and challenge of your peers and the Regional Director and Regional Lead Principal, who provide bespoke challenge and support allocated on a needs basis. You can expect high-quality, ongoing professional development. We share accountability and a determination to enable improvement within our Academies.

Oasis Hubs

Oasis subscribes to the widely held view that the factors that create disadvantages for children and young people need to be tackled in order to improve their life chances. The Oasis response is the creation of Oasis Hubs.

Developing and running Hubs is all about delivering the purpose of Oasis. Its vision is for community, a place where everyone is included, making a contribution and reaching their God-given potential. To this end Oasis staff are committed to working in an inclusive, integrated, empowering and comprehensive way so that all people experience wholeness and fullness of life. They want to see local communities that are characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, and have increasing capacity to address their own issues. Oasis want those who are excluded

brought back into the community and to find wholeness and fullness within life.

As Principal this is fantastic opportunity for you to further bring this community together. Through building partnerships with local businesses and services, such as healthcare, police, charities and with the parents and carers of our young people there is a real chance for you to be a figurehead in this community and make our Hub thrive. The Academy has a renowned programme, for volunteering which the post 16 students are passionate about, called the Dementia Café. Recently nominated for an award with the Alzheimer's Society it is not only one of the prides of the Academy but of Oasis Community Learning.



About the Role

This is an unrivalled opportunity to lead a large co-educational secondary Academy and Sixth Form Centre and make a significant impact on the outcomes of students and the wider community. We are seeking a dedicated, experienced and visionary leader with a clear philosophy of education to create an outstanding centre of educational excellence for the communities of Minster and Sheerness.

Passionate about education and with a strong track record of outstanding leadership, you will lead the Academy forward, being rigorous in ensuring delivery of the highest quality teaching and learning and a creative and challenging curriculum. You will build a healthy, safe, caring environment where community is paramount and where every child can reach their full potential. This is no easy journey. It will take resilience, determination, vision and commitment to achieve this. As part of a growing family of Academies, you will be committed to the Oasis ethos of inclusion, equality, healthy relationships, hope and perseverance.

In your first 12-24 months in post, your key priorities will be:

- Build strong links within the community and effectively market the Academy as a 'school of choice' so that it is over-subscribed.
- Ensure the Academy is well placed to secure a judgement which is at least good and ideally Outstanding at its next Ofsted inspection.
- Ensure that the quality of teaching is at least good and that this results in accelerated progress in all year groups across the Academy.
- Ensure that effective distributed leadership is in place at all levels to enable the Academy to move forward with demonstrable success that exceeds national standards.
- Establish and maintain high standards of student discipline in order to ensure a positive climate for learning.
- Recruit, develop and retain high quality teaching, support and operational staff who are able to deliver excellent education to our students.
- Enable all students to have access to a broad, balanced and challenging curriculum which will enable them to realise their full potential and ensure they are well prepared for their next stage in learning.
- Successfully integrate the Academy into the wider community. Be outward looking and explore opportunities to further develop the potential of the academy in order to have a wider impact on the communities in which it serves.



Job Description

Post:

Principal

Responsible to:

Regional Director

Key Relationships:

Oasis Community Learning Chief Executive Officer, Regional Director, Regional Lead Principal, National Director for Secondaries, other Academy Principals, the Academy Council, and Oasis Community Learning Board of Directors.

Location:

Oasis Academy Isle of Sheppey, Kent

Working Hours:

Full Time

Job purpose:

The Principal will be accountable for the leadership, internal organisation, management and control of the Academy. It will be for him/her to lead the staff in realising the vision of establishing and developing a unique, extended learning community which will cater for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally.

The Principal will ensure that the Academy not only serves students but also provides a learning hub for the whole community.

It will also be vital for the Principal to ensure that the Oasis ethos of compassion and inclusion and the values that flow from it permeates every aspect of the Academy's life.

Key Responsibilities

In seeking to realise the vision for the Academy, the Principal would be expected to carry out the following duties and to recognise that the list is only indicative and that there might be other, similar duties which he/she might be required to carry out.

Specific Responsibilities

A. STRATEGY

- Formulating the aims and objectives of the Academy against the Purpose, Ethos and Values of the Academy, as well as the overarching Educational Principles, in accordance with the Oasis Philosophy of Education
- Producing and implementing the Academy SEF and Academy Development Plan, setting strategic targets and performance indicators.
- Ensuring the Academy is a unique model of learning for the community by integrating adults and students in line with the founding principles.
- Ensuring the Academy is an integral part of the hub and serves as a model of community transformation.



- Leading and inspiring the staff by their example and encouraging them to achieve the highest personal and professional standards at all times

B. LEADERSHIP OF STAFF

- Ensuring that the Academy is adequately and appropriately staffed, recruiting as necessary in accordance with Oasis Community Learning's HR policies and procedures
- Encouraging team development and an ethos which enables everyone to work collaboratively and accept responsibility for shared outcomes across the full age range
- Managing the deployment of all staff including line management responsibilities and accountabilities and contingency planning
- Ensuring that all staff (teachers and support staff) at the Academy receive appropriate, high-calibre information and training to enable them to carry out their professional duties
- Overseeing an accurate assessment framework in order to judge the quality of teaching and learning, and embedding of consistent high standards for all students including the most able and disadvantaged students
- To ensure leadership of an annual performance management cycle is carried out within the Academy, making certain that adequate training and development opportunities are made available to all staff, and ensuring the recruitment and retention of high-caliber staff, as well as appropriate action where performance is unsatisfactory
- Liaising as appropriate with all staff Unions or Associations
- Ensure that all staff are annually appraised and that pay progression for teachers is appropriately managed, under pinned by a clear strategy for performance related pay
- Working with the National People Directorate to annually appraise leadership staff.

C. LEADERSHIP OF STUDENTS

- To ensure all students are in a safe, secure learning environment in accordance with Safeguarding expectation set out in the latest statutory guidance

issued by the Secretary of State for Education and DfE guidance. Taking into account whole school strategies that promote awareness of the dangers of abuse, sexual exploitation, neglect, FGM, honour based violence, domestic violence radicalisation and extremism, ensuring the Prevent Duty is fulfilled.

- Ensuring that the Academy has an effective system of pastoral care in place for all students; providing appropriate support, encouragement, impartial advice and guidance, in line with the latest DfE guidance in respect of course choice and the transition from the Academy to the world of work, training, Further or Higher education, as well as their personal and spiritual development
- Ensuring students' learning and progress is effectively assessed through a rigorous assessment strategy, monitored and reported through the use of the Oasis Accountability Framework, and celebrated, so that students experience continuity and coherence in all their learning experiences across the curriculum and the entire age range
- Providing all students with a personalised curriculum which meets their needs and which includes particular support for those with learning difficulties or those who may be particularly gifted and setting challenging targets for all.
- Creating ways for students to be actively involved in the Academy decision-making process and for their views on the learning process to be listened to and respected
- Providing ample opportunities to enhance their learning by participating in enterprise activities, residential courses, educational visits, work experience and other extra-curricular activities
- Determining strategies which ensure high standards of behaviour and attendance, developing and applying a constructive policy when exclusion needs to be considered as part of an area-wide approach
- Ensuring admissions are fair and inclusive, mirroring the Local Authority policy
- Ensuring the Academy provides high quality spiritual, moral, social and cultural development for all students
- To fulfil the requirements of 16 to 19 study programmes as defined by the DfE

D. LIAISON WITH PARENTS/CARERS

- Keeping in close contact with parents/carers and being available to meet with them at any reasonable time to discuss their children's progress or welfare
- Sending them regular information about the Academy and providing reports on their children's work and progress - ensuring parents/carers have opportunities to discuss these reports with Academy staff
- Holding regular parents'/carers' evenings or review days at least annually for each year group
- and providing reports on their children's work and progress - ensuring parents/carers have opportunities to discuss these reports with Academy staff
- Creating opportunities for parents/carers to support the Academy through learning alongside students, helping with sports activities, accompanying trips, encouraging their children with their work and, if appropriate, forming a Parents'/Carers' Forum to assist the work of the Academy

E. CURRICULUM

- Determining, organising and implementing a balanced and broad curriculum that has a positive impact on pupils' outcomes and their personal development, behaviour and welfare
- Encourage and embed high expectations and aspirations amongst staff and students; looking for innovative and creative solutions; and employing new technologies where appropriate; ensuring continuity and coherence across the full age range
- Developing Personalised Learning for all our students, whether high achievers or disadvantaged. To encourage them to select a variety of types of course, developing all their talents and abilities and widening their experience. We place equal value on personal development, preparation for life after school and academic progress
- Arranging for the construction of the Academy timetable to facilitate the above arrangements and to ensure that its wider curricular aims are met
- Evaluating on a regular basis, standards of Teaching and Learning in the Academy and ensuring that high standards of professional practice are established and maintained
- To oversee the development and implementation and sustained delivery of Outstanding teaching, learning and assessment throughout the Academy in order to support students achieving highly from their starting points
- Ensuring the Academy equips students positively for life in modern Britain and promotes fundamental British values. To foster greater understanding of and respect for people of all faiths and no faith, races, genders, ages, disability and sexual orientations, through their words, actions and influence within the Academy and the wider community, in line with the Oasis ethos

F. THE MANAGEMENT OF RESOURCES

- Allocating, controlling and accounting for those financial and material resources of the Academy which are the responsibility of the Principal
- Ensuring the maintenance and development of the premises and grounds to ensure maximum practical

use and to provide extensive facilities for use by students and members of the community throughout the day, ensuring Health and Safety requirements are met

- Ensuring that all contracts for site management are negotiated to "best value" and that performance against contract is reviewed on a regular basis
- Having due regard at all times for the Health and Safety of all users and ensuring that appropriate Health and Safety responsibilities are understood by all; setting up a Health and Safety Committee according to the requirements of the Health and Safety Executive

G. EXTERNAL LIAISON

- Developing collaborative links with the local Oasis Hub to maximise the opportunities for staff, students and families
- Working collaboratively and effectively, in line with the latest statutory guidance for multi-agency work, to underpin strong community relationships and partnerships that support students' welfare and development, including social services, healthcare services and emergency services.
- Developing further the good relationships already established with the Local Authority to promote coherent educational programmes within the area
- Maintaining links with social services, the local police, churches, other faith groups and organisations involved in working with young people and the local community at large
- Helping to shape the Oasis Academy model and developing links with other Oasis Academies as they come on stream, as well as seeking links with other schools worldwide
- Initiating, developing, and maintaining links with local business partners to secure a range of quality mentoring, work experience placements and internships for students in line with the vision for the Academy

H. SAFEGUARDING CHILDREN

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks and safeguarding training.

Senior members of staff are required to undertake Safer Recruitment in Education training.

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Regional Director. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Person Specification

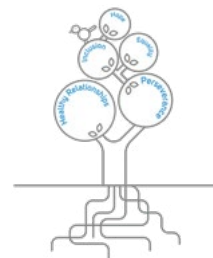
As evidenced in application form and interview	
Qualifications and Professional Development	<ul style="list-style-type: none"> • NPQH (desirable) • Qualified to degree level • PGCE (or equivalent) – Qualified to Teach in the UK • Evidence of recent, relevant professional development
Experience	<ul style="list-style-type: none"> • Leading and managing people individually and in teams to a high standard • Managing change through bringing innovative ideas to traditional approaches to teaching and learning • Managing and improving the curriculum offer resulting in demonstrable impact • Understanding and/or experience of managing finances and ensuring financial sustainability • Experience of managing risk across a school or organization • Experience of operating an organisation from a Health and Safety perspective • Breadth of experience in school leadership, e.g. one or more from the following: pastoral and academic leadership experience; teaching in several contrasting schools or working in other sectors beyond education • A proven track record of effective Headship or senior leadership in an urban primary or secondary school, ideally graded as good or outstanding by Ofsted • Experience of working effectively with the local community
Knowledge, skills and Understanding	<ul style="list-style-type: none"> • A wide knowledge of current and proposed education policy and the legal framework within which Academies and schools must operate, particularly in relation to safeguarding • A wide understanding of the links between education and community transformation • An ability to effectively prioritise and plan for self, others and the organization • An ability to problem solve and think creatively when dealing with complex issues • An ability to develop and communicate a complex vision in simple and easily-understood terms to a variety of audiences • An ability to manage and empower others to maintain high standards of student discipline in order to ensure a positive climate for learning • An ability to lead Academy-wide improvement initiatives that have a demonstrable impact on student attainment
Personal Skills and Attributes	<ul style="list-style-type: none"> • Passionately committed to safeguarding and the welfare and wellbeing of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • To work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others • Forgiving and committed to healthy inclusive relationships (strong interpersonal & diplomatic skills) • Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes • To be hopeful, honest and always act with integrity, taking a rigorous approach to improving standards in order to ensure transformation of pupils lives and their wider communities • Act with humility and as a team player by serving others both in the Academy and the Oasis family • Able to demonstrate and communicate the Oasis ethos in your behaviours and actions • Positive, passionate, enthusiastic, and able to help others be the same • Able to keep a sense of proportion by acting with self-control • Act with authenticity and integrity • To have high aspirations and a commitment to excellence, and to role model this behaviour to others • Self-disciplined and able to reflect and learn in order develop wisdom and understanding.

The Oasis Education Charter

Oasis **Ethos**

Our ethos is rooted in what we believe and who we are.

- We have a passion to include everyone
- We have a desire to treat everyone equally, respecting differences
- We have a commitment to healthy and open relationships
- We have a deep sense of hope that things can change and be transformed
- We persevere and keep going for the long haul



Oasis **Learning**

The purpose of education is to understand what it means to be human - living intentionally and asking two key questions: Who am I? Who am I becoming?

The foundation of our students' learning is made up of five integrated objectives

- We develop competence, striving for excellence in skills, knowledge and qualifications
- We foster character and self-belief and encourage our students and staff to become the best versions of themselves
- We embrace community, advocating the value of living interdependently with others
- We equip our students and staff to be engaged local and global citizens who strive for a better society
- We nurture and empower a life-long passion for learning in all the people we serve



Oasis **People**

As an interdependent family, we enjoy exceptional strength and opportunity.

- We believe that good relationships are at the heart of everything we do
- We support and encourage each other in championing the Oasis ethos
- We work, learn and develop together so that students and staff can share and benefit from everyone's best practice



Oasis **Purpose**

We work in partnership with our communities to transform lives, where everyone is included, can contribute and is able to reach their God-given potential. We deliver this through an Oasis Hub our model of integrated community development.

- We deliver education in the context of our Hubs
- We create a culture of excellence for all



Oasis **Inclusion**

Our vision is driven through a passion and commitment to include everyone.

- We believe our all our children and young people are precious; we prioritise social inclusion and integration in all we do
- We model and set high aspirations and expectations for every child and young person and member of staff
- We provide opportunities and experiences for all of our students, as well as their wider families, giving advantage to the disadvantaged



Oasis **Curriculum**

The curriculum is the heart of Oasis's educational provision.

- We make great learning the foundation of every lesson
- We design our curriculum to meet the needs of all
- We strive for personal as well as academic and vocational excellence, achieving outcomes that drive social mobility, and give everyone freedom of choice through their lives

